

## Commission to Hire 8,000 Teachers in January to Alleviate Shortage, Implement CBC

**The Teachers Service Commission (TSC) will employ 8,707 teachers in January next year to ease the biting shortage and enhance implementation of the new curriculum.**

TSC Chief Executive Nancy Macharia said the teachers will be employed on permanent and pensionable terms of service to fill vacancies that arose through natural attrition in primary, junior and secondary schools.

Dr Macharia said 5,862 teachers will be deployed to primary schools, 2,824 to secondary and 21 to junior schools next year.

Applicants should submit their online applications through the TSC portal by January 13, 2025.

“Since 2022/2023 financial year, the Commission has been able to employ 76,000 teachers to address the teacher shortage in Kenya,” she said at a recent event.

The announcement is a shot in the arm for both unemployed teachers and the Commission ahead of the rollout of Grade 9 next year.

The move will ease the shortage that currently stands at approximately 110,000. The Commission will also recruit 20,000 JSS interns next year.

It follows the recruitment of 46,000 teachers on permanent terms to fill 39,550 vacancies in Junior Secondary School (JSS). Primary schools will get 6,000 slots and secondary schools 450.

To safeguard the mental and psychological well-being of the teachers, the Commission is scaling-up the wellness unit through partnerships.

Through the development of the Teacher Induction, Mentorship, and Coaching (TIMEC) policy, the Commission has institutionalised induction, mentorship and coaching.



A total of 56,519 teachers have been sensitised on the programme.

“The Commission has invested in a comprehensive programme targeted to acquire the specialised knowledge and skills needed to excel in industrial and employment relations,” she said.

Further, the Commission is processing 5,690 applications for promotions in the first phase. Applications to fill over 19,000 vacancies advertised on December 17 are ongoing.

Dr Macharia said that the National Treasury had provided Sh1 billion for the exercise in the 2024/2025 financial year.

In the 2023/2024 Financial Year, 36,000 teachers were promoted.

Accordingly, the Commission has promoted 168,389 on common cadre and 73,902 under competitive promotions, respectively, between 2018-2023.

# Teachers to Apply for over 19,000 Senior Administrative Vacancies

**The teachers' employer has announced more promotions targeting over 19,000 teachers across primary, secondary and teacher training colleges.**

The Teachers Service Commission (TSC) is seeking to elevate 19,943 teachers in line with the Career Progression Guidelines for Teachers. The positions up for grabs are for chief principal, senior principal, principal, and deputy principal.

Others are senior lecturer, lecturer, senior master, secondary teacher I, senior head teacher, head teacher, deputy head teacher and senior teacher.

According to an advertisement made on December 17, qualified applicants are required to submit online applications through the Commission's portal by December 30. The advert indicated that the senior positions are also available in primary and secondary special needs (SNE) schools.

The Commission intends to fill 4,703 posts in senior teacher I in regular primary schools

and 3,653 posts under deputy headteacher II in regular primary schools.

There are also slots available for 44 chief principals under job grade D5 in regular schools, three posts for chief principal at teacher training colleges and 126 vacancies for senior principal in regular schools.

"Those who had earlier applied for Advert 1 to 4 of 2024, which ran from 12th to 18th November, 2024 are encouraged to apply. Successful candidates shall be posted to schools where vacancies are available. Manual applications shall not be considered," a section of the advert read.

Teachers with disabilities were also encouraged to apply. For the positions of principal in regular schools and deputy principal II in secondary schools, the Commission is seeking to fill 652 and 786 posts, respectively. Other positions with huge vacancies include 1,408 deputy principal III in regular school; 1,987 Senior Master III (regular school); and 2,221 senior master IV.

Additionally, there are 2,130 posts of head teacher (Regular School) and 1,364 for senior teacher II (Regular Primary School).

The announcement kicks off the start of the second phase of the promotion exercise, with the first one having benefited 5,690 teachers.

Chief Executive Dr Macharia said the teachers will be deployed to schools early next year.

"As you are aware, grade B5 and C1 form a common establishment for P1 certificate holders, C1-C2 for Diploma teachers and C2-C3 for graduate teachers. Upon completion of three years of satisfactory service, these teachers are automatically promoted in the common cadre establishment," she said during a KNUT event in December.

TSC has so far promoted 168,389 teachers on common cadre and 73,902 under competitive promotions between 2018 and 2023.



# Commission Records Notable Milestones amid Strengthened Partnership with KNUT



A consultative forum between Teachers Service Commission and teachers' unions in Nairobi on August 21, 2024.

## **T**eachers Service Commission (TSC) Chief Executive Nancy Macharia has applauded the positive relations with the Kenya National Union of Teachers (KNUT).

Dr Macharia underscored that the cordial relations have helped foster and enhance cohesion and transformation of the teaching sector.

While addressing the 64<sup>th</sup> KNUT Annual Delegates Conference in Mombasa on December 10, Dr Macharia indicated that the symbiotic relationship has helped in the rollout of Teacher Performance Appraisal and Development (TPAD) in schools.

"The Commission and KNUT demonstrated this leadership recently when there was an issue of the implementation of the final phase of the CBA. KNUT showed leadership and adopted alternative method of dispute resolution. This ensured industrial harmony in the teaching sector," she said.

The system has enhanced teacher performance as demonstrated through increased teacher-learner contact time, effective lesson preparation, time management, and use of teaching and learning materials.

The relations between the two agencies further catalysed teacher retooling, recruitment and

promotion programmes and implementation of the collective bargaining agreements (CBA).

According to Dr Macharia, the Commission has institutionalised two four-year cycle CBAs, with the 2017-2021 CBA being administered at a cost of Sh54 billion and the 2021-2025 at a cost of Sh18 billion.

To improve teaching and learning outcomes, she said, TSC has successfully retooled more than 300,000 public and private school teachers in the Competency Based Curriculum (CBC) and Competency Based Assessment (CBA).

Recently, she disclosed that the Treasury had allocated the Commission Sh1 billion to facilitate the retraining of 70,000 teachers.

"The TSC shall continue to do what it takes to ensure that we foster and strengthen industrial relations with the teacher unions to leverage on the benefits of good industrial relations," she stated.

The training is carried out through a multi-agency approach to equip the teachers with the requisite skills, competence, values and attitudes to implement the new curriculum.

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# Teachers Service Commission Celebrates Improved Relations with Teachers' Union

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The anchors TSC utilised to support the cordial relations include recognition of the unions in the teaching service, embracing social dialogue, and development of responsive governance structures.

Others are enhancement of institutional capacity and adoption of Alternative Dispute Resolution as a means of managing collective grievances.

Dr Macharia urged KNUT to enhance the spirit of negotiations to better serve teachers.



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